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ABSTRACT

The Native Courtworker and Counselling Association of British Columbia, with objectives of providing courtworker services for Native Indians charged with offenses; supplying information on legal rights, responsibilities, and operation of the justice system; and reducing the number of Native people in conflict with the law, handled 4,860 Native clients on 6,933 charges during 1980-81. Most frequent offenses were: drinking-driving, 1,427; theft, 1,356; robbery, breaking and entering, 696; and motor vehicle, 671. Sentences delivered most often were: fines, 2,470; probation, 1,637; and prison terms, 1,115. Besides court cases, Association services included: courtworkers who also functioned as correctional officers; providing five Prison Liaison counsellors; problem prevention at the community level; familiarizing police and others with Native culture and history through sensitization workshops; providing community legal education; and employing a consumer education consultant. Included is a progress report on the Local Employment Assistance Program which trains Native persons in skills for employment as courtworkers or in other Native social service work organizations. Also given are a map showing membership regions and location of courtworkers, listings of principal bands and communities, an organizational chart, biographies of the Board of Directors, staff names and addresses by region, bylaws of the Association, and the auditors' report. (AW)

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ANNUAL REPORT 1980-81

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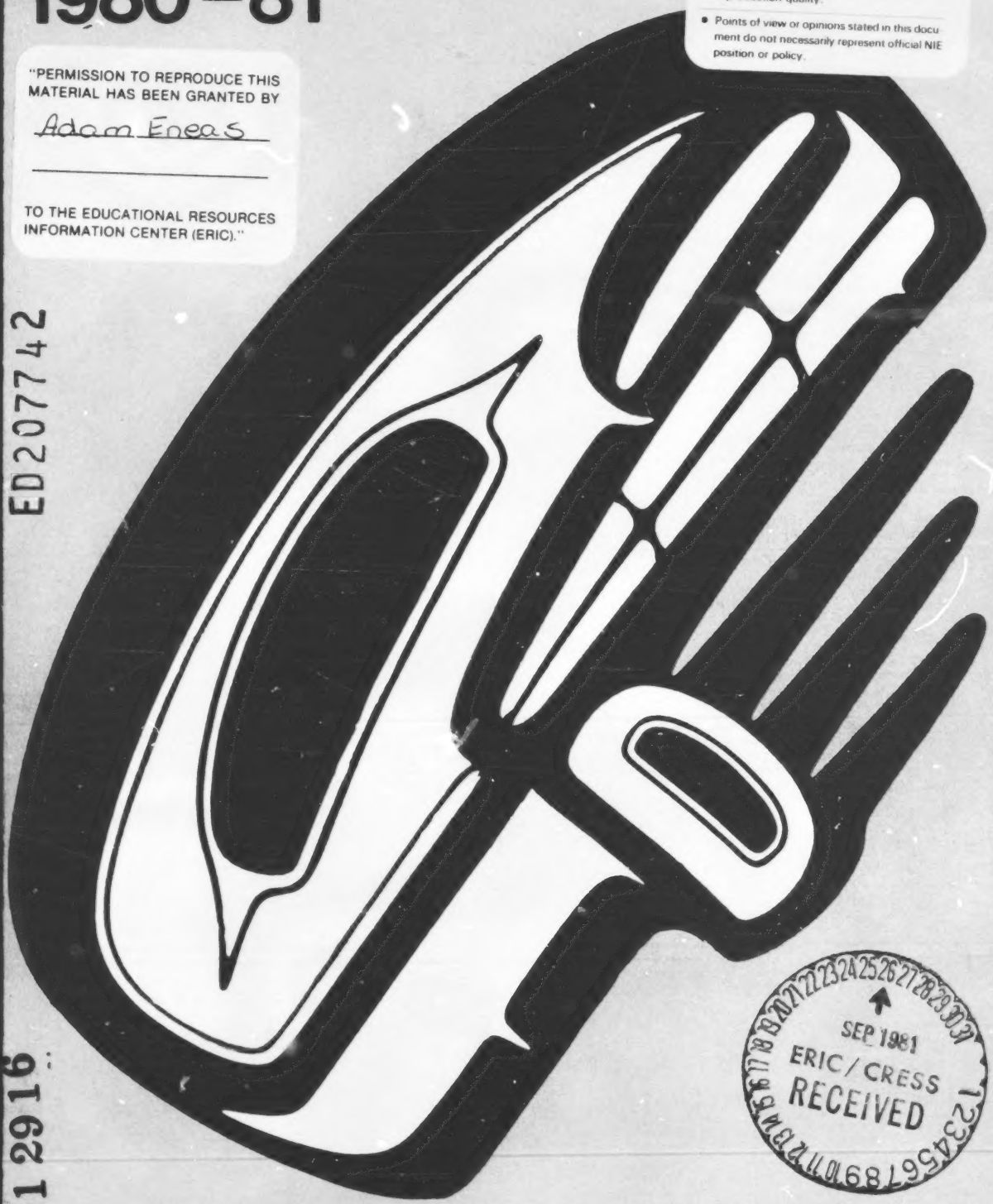

The Native Courtworker and Counselling Association of British Columbia

The Native Courtworker
and Counselling Association
of British Columbia
Suite 202 -2515 Spruce Street
Vancouver, B.C. V6H 2P8

Phillip Raymond Oppenheim
"OPIE"

Opie was born in a small log church on the Coldwater reservation on April 22, 1945 and is registered as Indian #140 from Merritt, B.C.

His interest in art really began when he was eight years old and a patient at Coqualeetza Hospital. Here, while recovering from tuberculosis, he watched the older patients painting, doing leatherwork and carving small poles. When he was well he returned to Kamloops Residential School. Although Opie excelled in art all through high school, he recalls with some amusement, it was only as the school year ended that he would begin to carve in order to make a few extra dollars to get home.

After completing grade ten Opie got into trouble with the law and spent three years in prison. While there he became more involved in wood carving and developed into a moderately successful portrait painter. After leaving prison he attended vocational school and completed a sign painting and commercial art course. He worked in this area for ten years and for two of those years he instructed "wayward youths" in wood carving. He gave up sign painting to work for SCREENCRAFT and while there he cut the stencils and printed the second series of the Northwest Coast Indian Artists Guild — a set now eagerly sought by collectors.

As a printmaker Opie is outstanding. He believes in quality reproduction. Clean cut and perfect registration are of prime importance to him and the time involved is not important as he strives for perfection.

While with SCREENCRAFT he had an opportunity to discuss various styles and designs with established Indian artists. Of all the artists he had met and come to know, the work of Norman Tait impressed him most. The perfectionist in Opie responded to the exactness and quality of Norman's artistry both in flat design and wood carving. After two years, the creative artist in Opie could no longer be subdued and he began to work on his own designs. He left SCREENCRAFT and is now apprenticing under Norman Tait. The opportunity to work with Tait's guidance is a most gratifying experience for him.

Always eager to learn, he spends a great deal of time researching in libraries and museums with a special interest in the legends of the Northwest Coast.

Involved as he is in his art, Opie still finds time to enjoy his family, sports, strumming his beloved Gibson guitar and most of all "meeting people".

A rare combination of artist and skilled craftsman, Opie's work is at the threshold. Those interested in the art of the Northwest watch with interest as a new and unique style appears to be evolving.

Peggy Martin

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President's Report

I took over the position of paid presidency at the beginning of the calendar year. After spending an initial term reacquainting myself with the operations of the Society I began to travel throughout the province attending a variety of meetings with Indian and government groups.

In the six-month term I have attended the following types of meetings:

- Indian organizations	=	81
- Other agencies (private and governments)	=	28
- Personnel (interviewing and staff meetings)	=	24
- Board and Executive Committee Meetings	=	7
- Miscellaneous interviews	=	3
Total		143

The most striking factor, to me, has been the limited awareness that Indian organizations have about the operations of this Society. There continues to be a great deal of misunderstanding about the role which the Association has to play with Indian communities throughout the province. The most widely held notion is that the Society is involved only in the justice system and therefore surprise, sometimes resentment, is expressed when we say we are able to assist communities in social development.

A great deal needs to be done in informing the Native Indian public about the objectives of the Society. One way to accomplish this is through the audio visual media. We are revising the slide sound presentations to update them and also to develop a new presentation on the history and aims and objectives of the Association to be used as an informational tool. We also hope to produce an informative and interesting newsletter. The content and design of this Annual Report is another move to publicize the accomplishments of the Association.

The success of the President's efforts rests on two important factors:

a. Board member cooperation; and

b. an effective administrative base.

The Board member plays a crucial role in the line of communication between the office of the President and the local community. While information regarding dates of local meetings can be submitted by field staff, it is the Board member who can best indicate to the President some of the local concerns. There remains much work to be done in making the communities realize that the Board member has an important role to play in the making of Provincial policies and directions. There are still areas where the role of the Board member is not yet fully appreciated nor utilized to its highest potential. Communication links must be established where they do not yet exist and strengthen where they do.

Establishing the Presidency as a paid position has necessitated much reorganization within the administration. To this end I have spent much time in attempting to establish a sound administration. Our staff have not yet had the time to fully understand the position and authority of this new office. This has, at times, caused some confusion resulting in extra efforts on my part to resolve the situation. An operational manual has been developed and circulated and now it is incumbent upon the administrative staff to interpret and enforce those policies. There is an on-going criticism by field staff of a lack of communication with the central office. While there have been instances where the criticism was warranted, generally however, each staff member has direct access to the central office. Those who do have real concerns have made use of this direct line of communication.

I have found the last six months to be very tiring not only because of the hectic travel schedule but also because of the uncertainties regarding our financial operations due to our ongoing negotiations with the Provincial Government regarding the direct funding relationship. Indian organizations once fully informed of our aims are getting more vocal in their support of our operations. More staff are beginning to gain a better grasp of the financial realities of the Association. The decision by the Attorney General to provide us with funding directly should do much to alleviate all of these apprehensions and should enable us to plan for more effective programming in the future.

This Association continues to be the most effective provincial Native Indian service organization because of its staff and its ongoing efforts to plan and develop programmes reflective of local needs made possible through the participation of locally elected representatives to the Board of Directors.

Adam Eneas
President

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(top left) Jerry Williams, Senior Trainer
(top middle) Millie Michell, Senior Secretary
(top right) Cheryl Prince, Clerk Typist
(bottom left) Phyliss Maloney, Accountant
(bottom middle) Head Office Staff
(bottom right) Shellene Paull, Receptionist

The Problem

Several indicators reveal that conflict exists between Native people and the justice system.

— In 1976, 13 percent of the people imprisoned in B.C. were native; B.C.'s native population is five percent of the province.

— Serious complaints have been made by Native people about various aspects of the justice system, namely law enforcement and the judiciary.

— Criminal charges are sometimes laid against Native people for practicing religious traditions and exercising their fishing rights.

— Guilty pleas are often made by Native people without a proper understanding of what is happening in court or what the consequences of the plea will be.

— Involvement in the justice system by Native communities is rare, and frequently persons in those communities fail to call upon the services of the justice system.

Many Native people experience difficulties with the court system. The primary reason for these difficulties is that many Native people have problems understanding what is happening to them in court. Lawyers, where available, seldom have time to explain court procedures to their clients and judges cannot adequately assist the unrepresented accused.

History

The Native Courtworker and Counselling Association was established to assist Native Indians who are in conflict with the law. An organization covering the province, administered by Native Indians for Indians, both status and non-status, the Association has characteristics that distinguish it from other service organizations.

While the Association's purpose is aiding Native people in conflict with the law, it has always both reflected and contributed to the broader Native philosophy; that is, to change the position of Native people in society to one of equality and independence.

The Association was formed by organizations involved in or interested in the provision of legal service to Native people. These organizations included the John Howard Society, Vancouver Indian Friendship Center, Indian Homemaker's Association, Union of British Columbia Indian Chiefs (UBCIC), British Columbia Association of Non-status Indians (BCANSI) and others. During the early 1970's they met to discuss the provision of assistance in court and related counselling services for Native people.

A pilot project was established and operated during 1970-71 under the auspices of the John Howard Society. Two workers were employed, one in Vancouver and the other in Victoria. As a result of this project and discussions among the various groups, the Native Courtworker Association was organized in 1972 with a constitution and a Board of Directors.

In 1973, the Association was incorporated under the Societies Act as the Native Courtworker and Counselling Association, the expanded title indicating the broader scope of services it intended to offer. A new Board of Directors was established at this time. It included two government appointees and five members each from BCANSI and UBCIC to ensure these two major Indian groups an equal voice in the Association.

Once in operation, the Courtworker Association staff began to realize that more had to be done than just helping Native people through the court system. This realization was reflected in the joint Employee-Board workshop on policy held in Qualicum, BC in June of 1976, which clearly defined a new direction. The thrust of the new policy was towards reducing the number of Native Indian people who were appearing in the courts. The courtworkers were to assume an expanded role if the policy was to be carried out. A better working relationship had also to be established with agencies such as the Royal Canadian Mounted Police, the Corrections Branch, Human Resources Ministry, and the Legal Aid Society. The success of the new direction can be confirmed in the reduction of the percentage of Native people appearing before the courts. Another part of the policy was in the area of **prevention**. The Association became involved in community education and community development.

Objectives of the Association

The Native Courtworker and Counselling Association was formed because a large number of Native Indian people were coming into conflict with the law. Because many of these people were not assisted by legal aid and were not able to afford a lawyer, the Association made it a primary goal to give these people assistance, and to educate them as to their rights and responsibilities within the justice system. The Association also made it a goal to increase the understanding and acceptance of the circumstances and culture of Native people on the part of the justice system.

From these basic goals the Association established a philosophy on which they based their actions, and a set of objectives which would determine those actions.

Philosophy

Native Indian people do have unique problems related to the justice system. Only Native Indian people can devise true and lasting solutions to Native Indian problems.

The scope of Native Indian responsibility for solving problems must not be limited by Government.

Unless the problem is also attacked from a preventative direction, it will only grow.

In order to achieve the best results for the dollars spent, there must be sound planning and management based on a clear understanding of the problem, factual information, and a clear assessment of needs.

People who design and implement the programs must be answerable to the Native Indian community.

Natives representing the Courtworker Association should be knowledgeable about Native history in North America so they better understand the history of Native Indians.

Objectives

To provide Native Indian people with information and advice concerning their rights and responsibilities before the law.

To provide a counselling service to Native Indian people who are in conflict with the law.

To ensure that Native Indian people have the opportunity of participating fully in the justice system.

To develop other programs related to the different kinds of law which affect Natives.

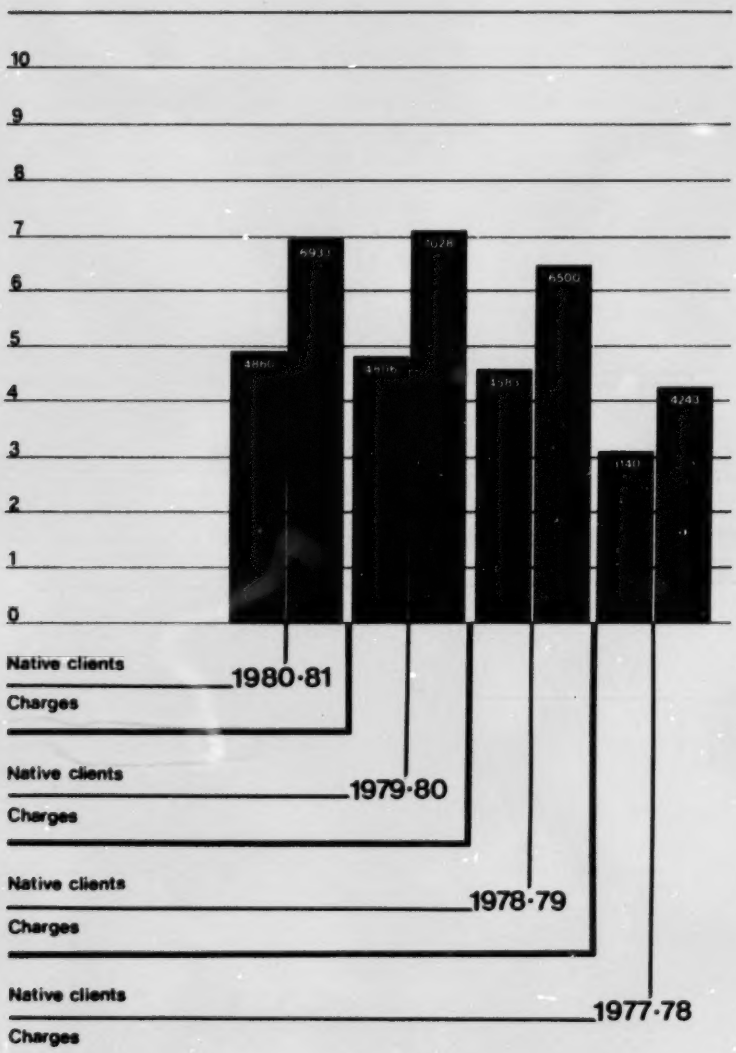
New Directives

The Association believes staff members should have major input into policy and program development and the setting of priorities. In the Spring of 1981, five workshops were held involving all employees of the Association. The purpose of the workshops was to implement "ways and means of emphasizing 'prevention' as a priority of the activities of the Courtworker organization and, in particular, the courtworkers."

In the past, the courtworker's activities revolved around the courts; acting as a spokesperson for the accused, providing legal information, and performing as a correctional officer. With the emphasis on "prevention", the Association plans to have courtworkers focus more on prevention at the community level rather than on legal assistance in the courts. In brief, the courtworker will work towards acting as a facilitator of projects; as a participant in social action committees; and as a resource person in legal rights, legal responsibilities and cultural sensitization.

Work of the Association

Number of Native Clients and Charges over the past four years



The last four years the Association has been operating reveals a dramatic increase from 1978 to 1979, a tapering off in numbers from 1979 to 1980, and a slight decrease from 1980 to 1981. From these statistics the Association is seen as reaching more Native Indian people previously unaware of the courtworker service, and because the Association has employed more courtworkers over the years, more Native Indian people are being assisted.

(left)
Minnie Kullman,
Courtworker

(right)
Charlotte Smith,
Courtworker

(bottom)
Oscar Mercer,
Courtworker Supervisor

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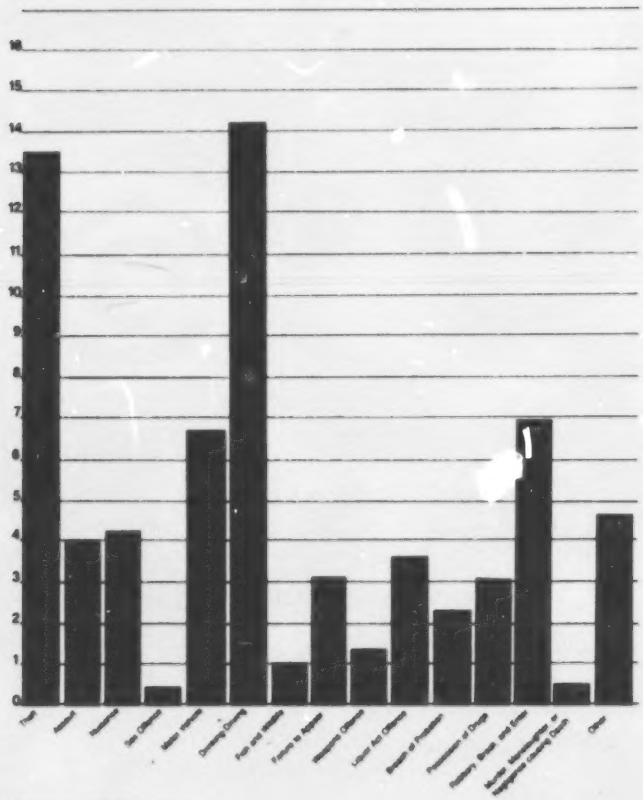
Type of Offence



Courtwork

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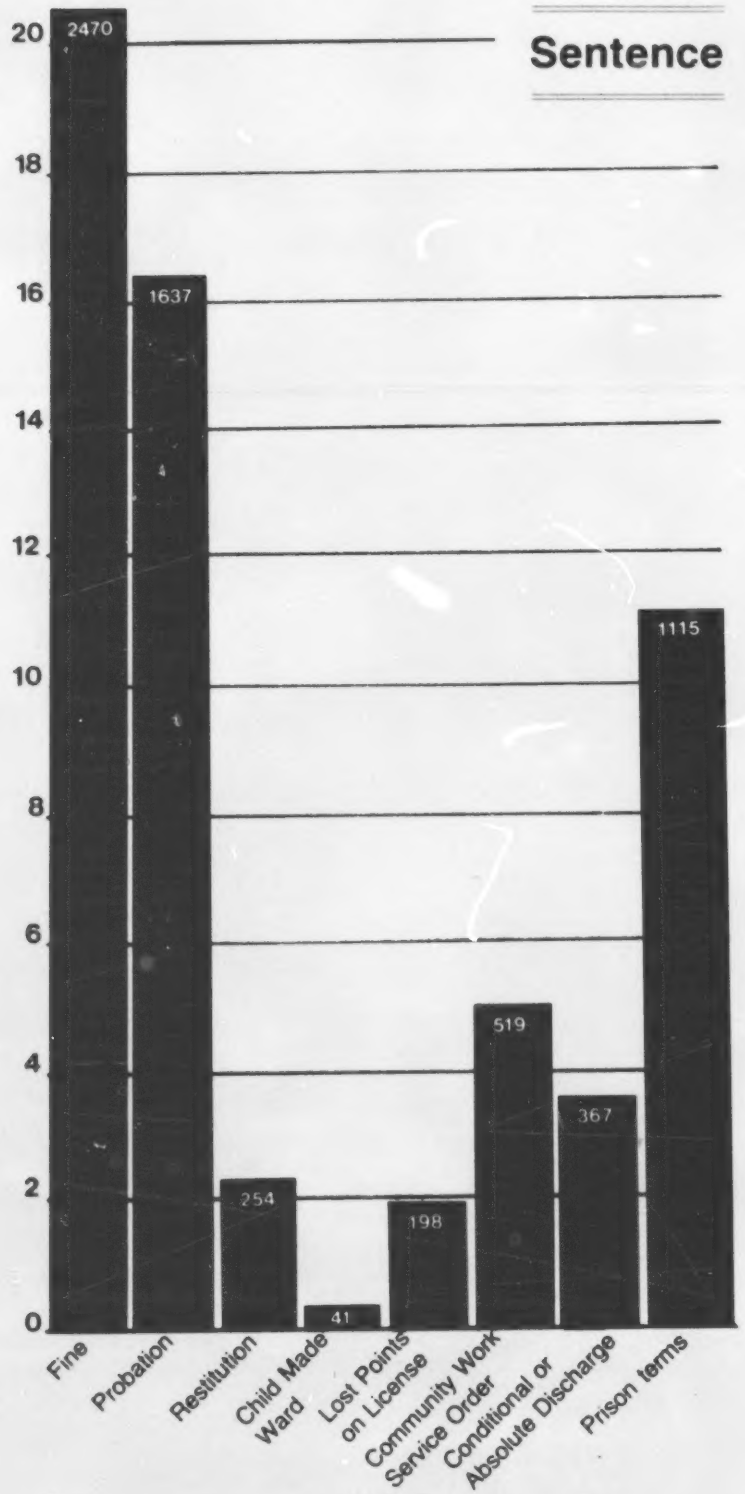
The Association's primary objective is to provide courtworker services to Native Indians charged with offences, provide information on legal rights and responsibilities and the operation of the justice system, and to reduce the number of Native people who come into conflict with the law.

Courtworkers perform many roles within the boundaries of this important objective. In many instances, Native Indians do not comprehend the Court's legal language, procedures, and methods. Courtworkers inform clients of their rights; refer clients for legal assistance, social assistance, counselling and further education; and counsel clients about their actions and problems.

Courtworkers also investigate and identify problems and complaints in the delivery of justice services to Native people. They also organize community legal education programs, and encourage the development of programs which will improve the delivery of justice services to Native communities.


Sentence
20
18
16
14
12
10
8
6
4
2
0
2470
1637
254
41
198
519
367
1115
Fine
Probation
Restitution
Child Made Ward
Lost Points on License
Community Work Service Order
Conditional or Absolute Discharge
Prison terms

Courtworker as a Correctional Officer

In many situations, especially in isolated areas, courtworkers often act as probation officers. This occurs when no probation officer is available locally, or when a courtworker is needed to assist communication between a probation officer and a native person, or when the native offender needs the special attention of a courtworker.

Another service of the courtworker is to perform the functions of a Bail Supervisor. This usually involves the courtworker ensuring that a client does not miss a court appearance.

Often the clients are charged with Failure to Appear because of hesitation and distrust of Government employed Correctional Officers who are, in the majority, non-native.

In Vancouver, 15 percent of the charges laid against Native Indians are for Failure to Appear; the provincial total is 4.5 percent. This statistic points to the need for a specialized bail supervisor program in the Vancouver area. Courtworkers often provide services as correctional officers and clients may be reporting to the Courtworker office on a regular basis, but most courtworkers do not have the time which is necessary to provide the comprehensive supervision needed by many Native people who are on bail or probation.

Funding from the Correctional Branch of the Ministry of the Attorney-General is necessary in order to develop effective Bail Supervisor and Probation Supervision programs.

Prison Liaison Work

The Association employs five Prison Liaison counsellors to work in provincial correctional institutions, located in Prince George, Kamloops, Victoria and the Lower Mainland.

Prison Liaison counsellors provide important services to Native Indian clients to make re-entrys into the community.

The counsellors provide information on regulations, procedures, and available services when clients enter an institution. They also provide clients with legal counselling with respect to appeals of conviction and sentence. They also assist clients with general problems such as family matters or understanding charges.

Prison Liaison counsellors also develop special programs for native inmates and encourage participation in institutional programs. They also act as a liaison between clients and their families, and assist inmates in applying for early release and with making release plans.

Prevention Work

The Association is working towards involving Native people in the functioning of the justice system. Courtworkers can assist people with individual problems but ways to prevent the problems from developing are needed. In the past, the Association has assisted with the establishment of diversion programs and has researched ways to increase Native involvement and communication with the court system in BC.

These prevention programs involved educating the community on the justice system's legal language and procedures, improving policing on reserves, involving members of Native communities in juvenile court as lay assessors (advising the court), involving Native offenders in community service and community counselling and attempting to improve the delivery of justice services to Native communities.

Sensitization Workshops

The Association has participated in Sensitization Workshops with the Royal Canadian Mounted Police, Municipal Police and the Federal Penitentiary Services. These workshops were designed to familiarize members of these justice services with Native culture and history. The Association plans to work towards increasing both the frequency and effectiveness of such workshops.

The Association's approach to the workshops is significantly different than that used by other organizations. Instead of instructing the participants in Native Indian history through the use of lectures, questions and answers, films, hand-outs, and panel discussions, the Association provides an information package with historical information prior to the start of the workshop. The actual activities of the workshops focus on community concerns and issues. Self awareness exercises, problem solving, and value clarification activities are some of the methods which are favored by the Association for making sensitization workshops more effective.

The Association believes that such workshops should work towards increasing the sensitivity of the participants to the concerns of Native people and to improving the quality of interaction between Natives and non-natives.

The Association believes non-native sensitization is part of prevention, and that such workshops should be a mandatory part of the employment preparation for persons who work with organizations which deal with Native people.

Community Legal Education

The Association's legal education program uses slide shows, films and seminars with guest speakers from the justice services. The program is dependent on each individual courtworker's initiative as the program is planned and implemented at the community level.

During the program's existence, courtworkers have found it to be successful, not only because Native people are concerned about the justice system, but because they welcome the opportunity to meet justice system representatives on a more informal basis.

The following slide shows are available from the Association:

— Arrest and Civil Rights
— Trial procedures
— Diversion
— Apprehension of Children
— Family Law
— Alcoholism

Consumer Education Consultant

This year the Association has employed a Consumer Education Consultant. Throughout the past the Association has done extensive research on Native Indian consumerism in British Columbia and found that a need exists.

The consultant, Brian Thomas, will be available to interested bands and organizations for a period of six months, from July, 1981 to the end of December.

His objectives are to assist bands and organizations in Consumer Education. Specifically, he can help them to:

— organize and present workshops on selected consumer topics, e.g. Small Loans Act, Small Claims Court, Chattell Mortgage Act, etc.;

— conduct individualized consumer counselling, e.g. budget counselling, savings credits; and

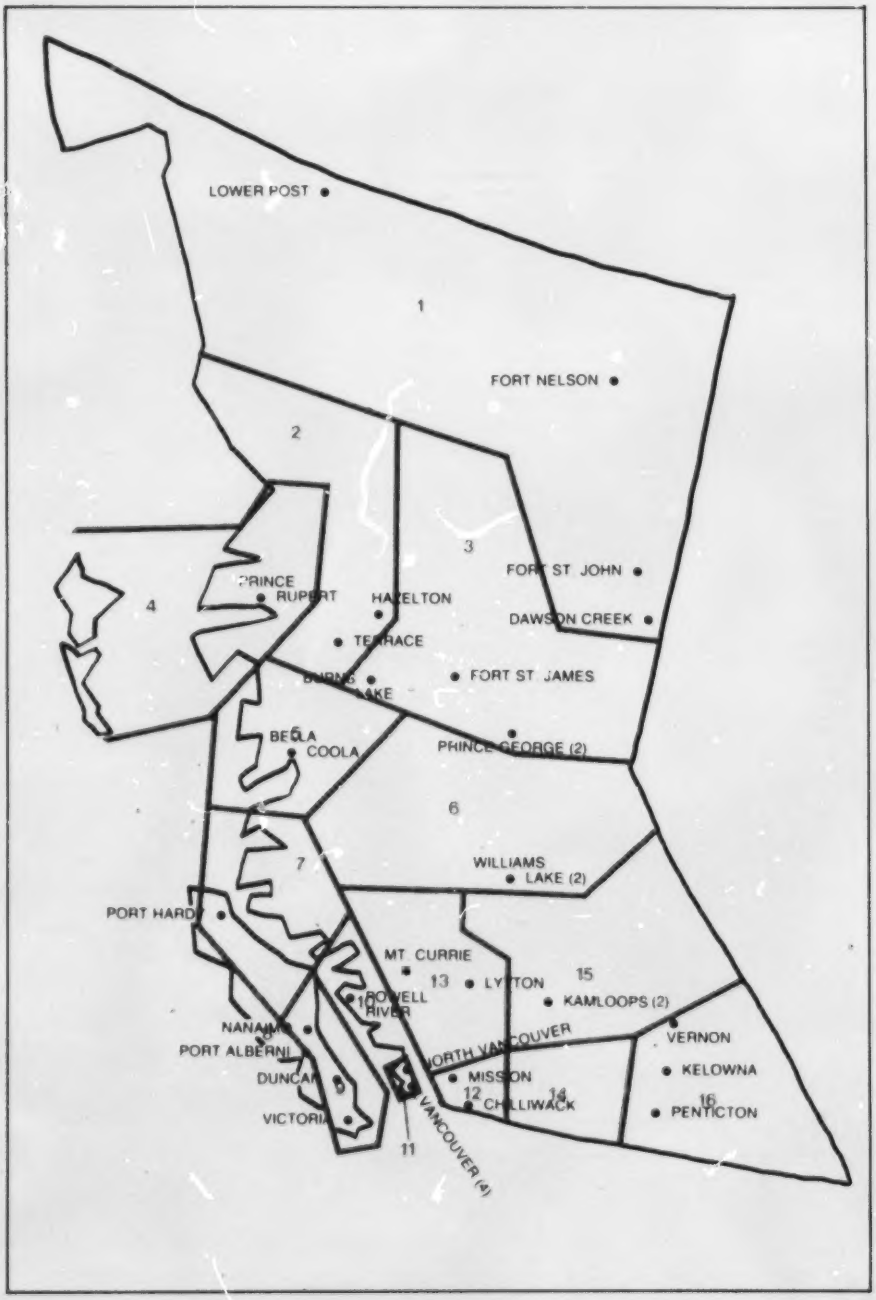
— act as a referral and resource person on consumer issues and concerns.

The training package covers a lot of basic material, the topics are on the following:

Fire prevention in your home
Refund and Exchange
Warranties and Guarantees
Defective Goods
Buying a new car
Buying a used car
Buying the right foods
Buying a house
Managing money
Budget counselling

Brian has worked for six years as a courtworker previous to his working as a Consumer Education Consultant. He can be reached through the Association head office at the toll free number: 112-800-663-3085.

Membership Regions and Locations of Native Courtworkers (37)



Principle Bands and Communities in Each Region

Region 1
Tahtan
Prophet River
East Moberly
Dease Lake
Pouce Coupe
Iskut
Blue Berry
West Moberly
Good Hope Lake
Kelly Lake
Fort Ware
Doig River
Atlin
Fort St. John
Chetwynd
Fort Nelson
Halfway River
Telegraph Creek
Dawson Creek
Moberly Lake

Region 2
Kispiox
Moricetown
Hazelton
Glen Vowell
Kitsegukla
Kitwancool
Gitanmaax
Kitwanga
Hagwilget
Telkwa-Smithers

Region 3
Takla Lake
Cheslatta
Necoslie
Ingenika
MacKenzie
Lake Babine
Stellaquo
McLeod Lake
Topley Landing
Prince George
Burns Lake
Fraser Lake
Fort George
Houston
Summit-Bear Lake
Omineca
Stoney Creek
Stuart-Trembleur
Fort St. James

Region 4
Kitsumkalum
Greenville
Prince Rupert

Region 4 cont'd
Kitkatla
Kitselas
Kitimat
Canyon City
Metlakatla
Hartley Bay
Kitamaat
Terrace
Kincolith
Masset
Port Clements
Port Simpson
Aiyansh
Port Edward
Skidegate
Queen Charlotte City

Region 5
Kitasoo
Oweekano
Bella Coola
China Hat
Ulgatcho
Anahim Lake
Bella Bella

Region 6
Kluskus
Quesnel
Williams Lake
100 Mile House
Nazko
Alexandria
Alkali Lake
Valemount
Alexis Creek
Soda Creek
Canoe Creek
Anaham
Stone
Toosey
Canim Lake
Nemaiah Valley

Region 7
Nuwitti
Tsawataineuk
Tanakteuk
Comox
Courtney
Kwawgewit'i
Guilford Island
Kwakah
Quatsino
Comox Valley
Nimpkish
Mamalilikulla
Cape Mudge

Region 7 cont'd
Port Hardy
Kwawwawaineuk
Turner Island
Campbell River
Alert Bay

Region 8
Kyuquot
Hesquiaht
Toquaht
Uchuckiesaht
Ehattesaht
Ahousaht
Ohiaht
Opetchesaht
Nuchatlaht
Clayoquot
Port Alberni
Sheshaht
Mowachaht
Ucluelet
Nitinaht

Region 9
Sooke
Pacheenaht
Malahaht
Chemainus
Nanoose
Ladysmith
Tsawout
Esquimalt
Cowichan
Penelakut
Qualicum
Nanaimo
Tsartlip
Beecher Bay
Halalt
Lyackson
Victoria
Tseycum
Songhees
Lake Cowichan
Pauquachin
Duncan

Region 10
Homalco
Squamish
Vancouver
Klahoose
Burrard
Mount Currie
Sliammon
Musqueam
West Vancouver

Region 10 cont'd
Sechelt
North Shore

Region 11
Katzie
Surrey
Burnaby
Tsawwassen
Richmond
Coquitlam
Semiahmoo
Ladner
New Westminster
Delta

Region 12
Hope
Matsqui
Chehalis
Skwah
Tzeachten
Popkum
Skwahlook
Yale
Harrison
Scowlitz
Kwaw-Kwaw-a-Pilt
Soowahlie
Peters
Union Bar
Langley
Chilliwack
Skway
Skulkayn
Aitchelitz
Ohamil
Mission-Deroche
Agassiz
Lakahalem
Squiala
Yakweakwioose
Cheam
Seabird Island
Sumas

Region 13
Pavilion
Lillooet
Skuppah
Samaquam
Fountain
Seton Lake
Siska
Skookumchuck
Bridge River
Anderson Lake
Kanaka
Douglas

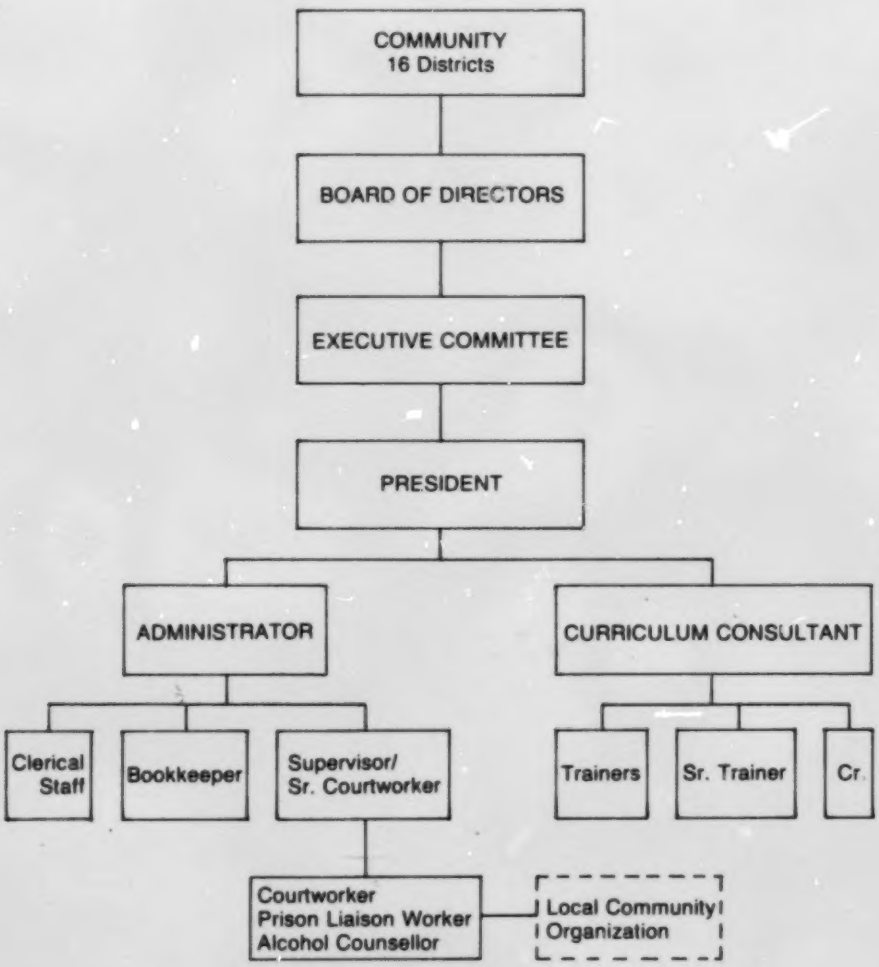
Region 13 cont'd
Cayoose Creek
Lytton
Boothroyd
Boston Bar

Region 14
Spallumcheen
Osoyoos
Enderby
Hedley
Okanagan
Lower Similkameen
Armstrong
Princeton
Westbank
Vernon
Kelowna
Penticton
Upper Similkameen
Olalla

Region 15
High Bar
Oregon Jack
Nooaitch
Deadman's Creek
Adams Lake
Heffley Creek
Clinton
Cook's Ferry
Coldwater
North Thompson
Little Shuswap
Clearwater
Bonapart
Nicomen
Lower Nicola
Kamloops
Cache Creek
Chase
Ashcroft
Shackan
Upper Nicola
Neskainlith
Merritt

Region 16
Shuswap
Tobacco Plains
Cranbrook
Columbia Lake
Golden
Creston
St. Mary's
Revelstoke
Lower Kootenay
Invermere

The Native Courtworker and Counselling Association of British Columbia Organizational Chart



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(left)
Brian Thomas, Consumer Consultant

(right)
Carolann Brewer, Law student
Summer legal researcher

(bottom)
Pat Michell, Journalism student
Summer editor

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Progress Report to the Board of Directors of the L.E.A.P. Funded Training Project of the Native Courtworker and Counselling Association of B.C.

Submitted by

STEPHEN OLSON, Curriculum Consultant

June 1981

TRAINING

The Native Courtworker and Counselling Association of British Columbia has implemented a comprehensive staff training program for all employees of the Association. The training is a result of a two year design and development project funded by the Local Employment Assistance Program of Employment and Immigration Canada. Also, the training program is available to any interested individual, group or organization which may wish to make use of part or all of the materials which have been developed.

The training project aims at giving Native persons the necessary skills so that they can secure employment as either Native Courtworkers or as employees of Native organizations involved in social service work in this province.

INTRODUCTION

The following report is a summary of the activities to date of the Association Training Project, as well as an indication of the direction that the Project may proceed in the future.

PROJECT STAFF

Gerry William - Senior Trainer

Gerry joined the project in April of this year. Prior to his employment with the project, Gerry was a Courtworker in the Vancouver office of the Native Courtworker and Counselling Association. Gerry's term under the L.E.A.P. contract runs until the end of December 1981. He is presently familiarizing himself with all aspects of the project. The specific responsibilities of the Senior Trainer are:

Maintenance of Learner Files

Learner Assistance and Counselling

Identification of Additional Training Needs

Testing and Evaluation

Identification of Potential Employment Sources

Cheryl Prince - Clerk/Typist

Cheryl joined the Project in the fall of 1980. Her initial responsibilities were mainly in the areas of typing and filing. However, these have been expanded now to include the compiling of training modules, invoicing, and inventory control. It is anticipated that Cheryl will be assisted during the summer by a student hired under the Summer Student Employment Program.

Supervisors/Senior Courtworkers

In addition to the two persons employed directly by the project, the Supervisors and Senior Courtworkers of the Association have also been given specific duties under the Training Project. Briefly, the Supervisors and Senior Courtworkers are responsible for assisting those persons in their regions who are enrolled in the Training Project. That assistance involved:

1. testing
2. evaluation of Learning Activities
3. Learning Assistance and Referral (onsite)

ACTIVITIES OF THE CURRICULUM CONSULTANT

The main focus of my work during the past year has been on implementing the directives of the Board as they were passed in June of 1980. That has basically involved the publication of training materials, and the design of the implementation stage of the Training Project. Writing, editing and publication occupied the majority of my time in the remainder of 1980.

In October, the Association also put on its Annual Training Workshop in Richmond, B.C.

In November, 1980 the proposed second stage of the Training Project was submitted to Employment and Immigration Canada. It was accepted in its entirety, with no changes to either the proposed activities of the project or to the planned budget. This allowed us the opportunity to spend the first six months of 1981 preparing for the implementation of the project on July 1, 1981.

In addition, in January 1981, I was asked to conduct a survey of various aspects of the organizational structure of the Association. One of the outcomes of the survey was the establishment of four Senior Courtworker positions in the Association. A decision was made to require Senior Courtworkers to assume training responsibilities similar to those given to Supervisors, the only difference being the actual numbers of persons that a Senior Courtworker is responsible for. The arrangement, to date, has proven to be quite satisfactory.

Actual training for Senior Courtworkers and Supervisors has focused on two main concerns. They are the mastery of the content of training modules and competence in the area of delivering the training to employees of the Association and to others who are enrolled in the project. Progress in both of those areas has been satisfactory.

On May 12 and 13 a Training for Trainers Workshop was held in Vancouver. All Supervisors and Senior Courtworkers were in attendance. The Workshop focused on adult education and the theoretical framework of the Association's Training Project. It is expected that a follow-up meeting will occur in August or September, once actual training has begun.

Pre-testing

Pre-tests have been administered to all employees of the Association. Three tests were

given and they focused on three specific subject areas:

1. Legal (Core content)
2. Education and Prevention; and
3. Counselling

The results of the pre tests have allowed for the design of individualized training packages for each Courtworker. The material in these packages is to be completed within a six month period, commencing on July 1, 1981. Additional units are available and are to be completed within the two year apprenticeship period. The additional materials draw upon units from the remaining training modules. (life skills; consumer education; office practices; and prison liaison work)

Funding of Training Positions

A part of the 1981 L.E.A.P. budget, $60,000 was allotted to pay the salaries of persons enrolled in the training project, either as employees of the Association or of outside Native organizations or agencies. The Association is presently funding two positions within the Association under this program.

In addition, the position of Program Director with the Mission Friendship Centre was also funded for a two month period from 15 April to 15 June 1981. Negotiations with other outside organizations for the funding of training positions are a continuing responsibility of the Training Program. It is also expected that the majority of new employees of the Association will have their salaries paid initially by the L.E.A.P. budget.

Additional Activities

In addition to ensuring the implementation of the N.C.C.A. Training Program, I have also been involved in meeting with outside organizations and individuals who may wish to use all or parts of the training modules. The primary audience for the training program has been Bands and Indian organizations within British Columbia. Training materials have been ordered by the following organizations:

— The Mission Friendship Centre (training for Program Director)
— The Vernon Friendship Centre (training for all staff)
— The B.C. Native Housing Corporation (training for field workers)
— The United Native Nations (training for field workers)
— Central Okanagan Friendship Centre
— Legal Services Society
— North Coast Tribal Council
— Round Lake Treatment Centre
— Nuu-Chah-Nulth Tribal Council
— Legal Services Society - Native Program Branch
— Medical Services Branch - Health and Welfare Canada
— Sheshaht Band
— B.C. Housing Commission
— St. Mary's Band

Outside of British Columbia, the training materials have been requested by:

— Saskatchewan Courtworker Association
— Labrador Courtworker Services
— Quebec Courtworker Services
— Union of Nova Scotia Indians
— Native Clans Organization of Manitoba

In some cases, the materials have been requested for purpose of review and evaluation. In other cases, the materials are actually being used for staff training.

Generally speaking, the response to the Training Project has been quite encouraging and would seem to indicate a need for a continuation and expansion of the project in the future.

In addition to requests from organization, a number of individuals have ordered the materials for their own use. The number of people who have submitted applications for enrollment in the training program would certainly seem to indicate the existence of a large body of Native persons who are actively seeking employment in the social service area.

PROPOSED ACTIVITIES — JULY 1 - DECEMBER 31, 1981

The remainder of my time with the Association will be spent in ensuring that the implementation stage of the Training Project progresses according to plan. In addition, I will be concerned with completing training units in certain modules and developing training units in new subject areas, as they are required. Specifically, I will be involved in the following areas of responsibility:

— Recruitment and Placement of New Learners
— Design of Individualized Training Packages
— Evaluation and Modification of Existing Training Materials
— Training of Trainers
— Training of Senior Trainer
— Management of the Training Project
— Liaison with outside organizations
— Evaluation of the Training Project

RECOMMENDATIONS

1. That the position of Senior Trainer become a full time staff position of the Association, effective January 1, 1982.

2. That the Supervisors/Senior Courtworkers continue, on an ongoing basis, to be responsible for the onsite delivery of training to persons who fall under their authority. It is further recommended that the training responsibilities of the Supervisors/Senior Courtworkers be recognized as an integral part of the formal employment duties of those two positions and that sufficient amount of time be allocated to those duties by persons employed as Supervisors/Senior Courtworkers.

3. That all new employees of the Association be enrolled in the training program, as per the policy of the Native Courtworker and Counselling Association.

Respectively submitted by:

THE NATIVE COURTWORKER AND COUNSELLING
ASSOCIATION OF BRITISH COLUMBIA

Stephen Olson
Curriculum Consultant

Board of Directors

ADAM ENEAS, President
Elected Association President in January of this year, Adam Eneas has a background of involvement in various Native organizations. He was Executive Director for the Association in 1979, and a Department of Indian Affairs District Manager in the Central Interior in 1980. He has also worked as a Facilitator, Band Administrator, Counsultant, Chief, Band Councillor, and Economic Development Officer. Originally from Penticton, Adam is married with five children and is now living in Vancouver.

GEORGE WATTS, Vice President
Born in Port Alberni and a member of the Sheshaht Band, George Watts has been employed by his band as Band Manager for the past eleven years. A past president of the Association, George attended the University of British Columbia in Chemical Engineering and Education. He is chairman of the Nuu-Chah-Nulth Tribal Council and believes the Association should be devoting more resources to preventative work.

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WESLEY MODESTE, Secretary-Treasurer
A South Island representative on the Courtworker Board for the last five years, Wesley Modeste is Chairman of the Cowichan Band Economic Development Committee and is also employed by them as an Economic Development Officer. Wes has been President and Vice-President of the Association. He is 42, and is married with four children.

BILL WILSON
Involved in the Native Indian Movement in BC and Canada since his early teens, Bill Wilson is one of the founding members of the Native Courtworker and Counselling Association. A board member since 1973, he is a Kwawkgewlth Indian from the Cape Mudge Band. He graduated from the Courtenay High School, continued on to the University of Victoria where he received a Bachelor of Arts, and then went on to the University of British Columbia where he received a Bachelor of Laws.

HOWARD GILLARD
Employed as a Senior Administrative Officer with the British Columbia RCMP, Howard Gillard is a graduate in Sociology from the University of British Columbia and the Canadian Police College in Ottawa. Stationed in Victoria, he is married with three children.

WAYNE BOBB
Born on the Seabird Island Reserve in Agassiz, BC, Wayne Bobb is their Band Manager. A past employee of the Union of BC Indian Chiefs and the National Health and Welfare, Bobb is involved in the Sto:lo Housing Society. His interests include hobby farming, hunting and fishing.

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RAYMOND JONES
Born at the North Pacific Cannery on the Skeena River, Raymond Jones is a member of the Kitsegukla Band. Worked for the Department of Fisheries and as a Band Administrator for his band, he is Chairman for the Gitskan-Carrier Tribal Council. Living in Hazelton, he is married with two children, and is a Canadian delegate for the Word Council of Indigeous People.

D.R. ALEXANDER
Assistant Deputy Minister of Finance responsible for the Revenue Division of the Ministry, Robert Alexander lives in Victoria, is married with three children and has been on the board since 1973.

MIKE HARROLD
Involved in Indian organizations such as the United Native Nations, the Alberta Metis Association and the Native Courtworker Association, Mike Harrold was born at Spirit River and is of Cree ancestry. He attended trade school in the army, worked as a laborer and truckdriver, and is now retired.

PHIL TURNER
Born in Kitsegulka near Hazelton, Phil Turner has been a board member for the Association for over two years. He worked as a field worker for the United Native Nations in Prince George since 1978 but is now employed by Caribbean Enterprises as an Environmental Management Consultant. He is married with five children and lives in Prince George.

HORACE WALKUS
Born and educated in Bella Coola, Horace Walkus is of the Nuxalk Nation. He is married with five children. A board member since October 1979, he is employed as the Band Administrator for Bella Coola.

LEXINE CAYENNE
A member of other committees such as the Alcohol Abuse Committee, Education Committee, the Alaska Highway Gas Pipeline, the Group Home and Foster Parents Committees, Lexine Cayenne is married with two daughters. Born in Fernie BC, educated in the Kootenay area, she was employed for a brief period by the Fernie Public Library doing an oral history of the Kootenay area, and has worked for the Kootenay Indian Area Council since 1979 as a Native Outreach Worker.

WILFRED PRICE
Born on the Queen Charlotte Islands, Wilfred Price was previously employed in the fishing and construction industry, but is now working as a fieldworker for the Native Housing Corporation of British Columbia. He lives and has lived in Prince Rupert since 1965. He plans to continue working in the Native Indian movement.

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Bylaws of the Association

ARTICLE I - INTERPRETATION

1. INTERPRETATION
In these Bylaws, words importing the singular number or the masculine gender shall include plural number and the feminine gender, as the case may be, and vice versa, and unless the context specifies otherwise.

2. DEFINITIONS
In these Bylaws the following definitions apply:
"Board means the Board of Directors of the Society;
"Native Indian People" means people of North American Indian ancestry whether or not they are status or non-status Indians;
"Officer" means an officer of the Board of Directors;
"Ordinary Resolution" means:
a) A resolution passed by a simple majority of votes cast by the directors who are present at a meeting, or
b) A resolution submitted to all the directors of the Society and consented to in writing by 75% of the directors.
"Policy" means a policy document approved by an ordinary resolution and filed in the Society's record book.
"Society" means THE NATIVE COURTWORKER AND COUNSELLING ASSOCIATION OF BRITISH COLUMBIA;
"Society Act" means the Society Act of the Province of British Columbia from time to time in force, and all ammendments to it.
"Special Resolution" means
a) A Resolution
   1) That has been circulated in writing among all members of the Society at least fourteen (14) days prior to the Meeting where the resolution is to be considered, together with a notice, stating that the proposed resolution is a special resolution, and, setting out the time, place, and location of the meeting where it is proposed that the resolution be passed; and
   2) That has been passed at a general meeting of the Society by a majority of not less than 75% of the votes of those members of the Society present; or
b) A Resolution consented to in writing by every Member of the Society who would have been entitled to vote on the Resolution in person at a meeting, or
c) An Extraordinary Resolution passed prior to January 1st, 1978.

ARTICLE II - MEMBERSHIP

1. MEMBERSHIP REGIONS
The Province of British Columbia shall be divided into 16 regions as set out in Schedule A.

2. ELECTION OF MEMBERS AND ALTERNATES
A regional member and an alternate regional member of the Society shall be elected for each region.

3. STATUS OF ALTERNATE MEMBERS
An alternate regional member of the Society participates as a member of the Society only when the member for the region is unable to attend a meeting of the Society, or is elected as president of the Society.

4. TIME OF ELECTIONS
Election of regional members and alternate regional members shall be held in April and May of even numbered years.

5. ELIGIBILITY FOR MEMBERSHIP
All people of Native Indian ancestry over the age of twelve (12) who are permanent residents in a region are eligible for election as the member or alternate member of the Society for that region.

6. ELECTION PROCEDURES
The following rules apply in regional elections:
a) Location and Time of Meetings
   The board shall, by policy, delegate responsibility for determining the time and location of election meetings to an officer or employee of the Society.
b) Notice of Meetings
   First notice of an election meeting stating the time, location and purpose of the meeting shall be sent in writing to all United Native Nations locals and to all bands in a region, and advertised in local newspapers at least thirty days prior to the election meeting.
c) Chairing of Meetings
   Election meetings shall be chaired by a Director or employee designated by the board.
d) Order of Business
   Election meetings shall include in the order of business, a report by the incumbent regional member and alternate regional member of the society.
e) Voting
   All people of Native Indian ancestry over the age of twelve (12) who are permanently resident in a region shall be eligible to vote in the election of members.
f) Separation of Meetings
   Election meetings shall not be a part of a District Council Meeting, United Native Nations Local meeting, or the meeting of any other Association.

7. ALTERNATE ELECTION RULES
The board may, by ordinary resolution, decide that election procedures will not apply in a region, in which case the board shall, by policy, create special procedures for the election of a regional member and an alternate regional member.

8. APPOINTMENT OF MEMBERS BY GOVERNMENT
In addition to the 16 regional Members there shall be two Members appointed by the Lieutenant Governor in Council.

9. RE-ELECTION AND RE-APPOINTMENT OF MEMBERS
All Directors shall be eligible for re-appointment or re-election.

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10. TERMINATION OF MEMBERSHIP IN GOOD STANDING
A member's term of office shall end in the following situations:
a) Absence
If any Member of the Society shall, without reasonable excuse, be absent from two (2) consecutive meetings of the Society, the Directors may terminate that person's membership in the Society by resolution declaring that the Member's office is vacant.
b) Change of Residence
When a Member ceases to be a permanent resident of the region which that person represents, that Member's office may be declared vacant by a Board Resolution.
c) Resignation
Any Member may withdraw from the Society by mailing or delivering a resignation in writing to the secretary or to the registered office of the Society.
d) Expulsion
Any regional or alternate regional member may be expelled from the Society by resolution of the people of Native Indian ancestry, resident in the region which that member represents. The procedures for the expulsion of a regional or alternate regional member shall be the same as the procedures followed in the election of that member. A member appointed by the Lieutenant Governor in Council may be expelled from the Society by the Lieutenant Governor in Council.
e) Death
When any member of the Society dies, the person's membership in the Society becomes vacant.
Any member who dies, resigns, is expelled from the Society, or whose membership is terminated, shall forfiet all rights, claims and interests arising from or associated with membership in the Society and shall cease to be a member in good standing.

11. REPLACEMENT OF MEMBERS
An alternate regional member shall become the regional member in the event that the regional member resigns, withdraws, or is expelled from the Society, or ceases to be a permanent resident of the region which that person was elected to represent. If no alternative regional member is available to assume the responsibilities of the regional member, the vacant membership may be filled by a regional election for the unexpired portion of the term. In the case of members appointed by the Lieutenant Governor in Council, vacant memberships may be filled by appointment by the Lieutenant Governor in Council for the unexpired portion of the term.

12. LENGTH OF TERM
Except when a member dies, resigns, is expelled from the Society, or when that person's membership is terminated,
a) the terms of regional members and alternate regional members shall run from the time of their election at a regional meeting until the next scheduled election in the region,
b) the terms of members appointed by the Lieutenant Governor in Council shall run from the commencement of the Annual General Meeting in an even numbered year until the commencement of the Annual General Meeting two years later, provided that if a successor has not been appointed the term of the member shall not expire until a successor is appointed.

13. EMPLOYMENT OF MEMBERS
No member of the Society except the president may be an employee of the Society.

14. COPIES OF CONSTITUTION & BYLAWS
The Society shall furnish a member, upon request, with a copy of the constitution and bylaws free of charge.

ARTICLE III - BOARD OF DIRECTORS

1. COMPOSITION
The Board of Directors shall be constituted as follows:
a) All regional members and appointed members of the Society shall be voting members of the Board of Directors,
b) when a regional member is unable to attend a meeting of the Society the alternate regional member may attend the meeting and sit as an acting member of the board with a vote, for the duration of that meeting.
c) when a regional member of the Society holds the office of President of the Society, the alternate member for that regional shall sit as a voting member of the Board of Directors.

2. HONORARIA
The Board of Directors shall have the power to fix the Honoraria, if any, of any of the Directors and Officers in such amounts and for such periods as the Board shall deem appropriate.

3. AUTHORITY AND RESPONSIBILITY
Members of the Board of Directors shall be responsible for overseeing the business of the Society, and without limiting the aforegoing, the Board of Directors shall perform the following functions:
a) Determine the Goals and Objectives of the Society, the activities the Society should engage in and the activities it should not engage in,
b) Approve procedures for the efficient administration of the Society,
c) Determine the staffing needs and approve job descriptions for all permanent staff, to ensure that the Goals and Objectives of the Society are carried out,
d) Approve all budget proposals, operating budgets, expenditures and funding contracts.
e) Establish salary levels for all employees,
f) Hire staff and ensure that staff are trained to perform functions that are set out in job descriptions,
g) Determine if the staff are performing their function adequately,
h) Evaluate and determine if the Society is accomplishing its goals, and establish new policy to improve the Society's capacity to accomplish its goals,
i) Inform the public of the role and performance of the Society and seek advice from the public,
j) Be informed of liabilities and responsibilities of the Society and plan to meet these liabilities and responsibilities, and
The board may invest the funds of the Society as it sees fit.

4. DELEGATION OF AUTHORITY AND RESPONSIBILITY
The Board of Directors may, by policy, delegate authority and responsibility to a committee, officer, or employee of the Society, which shall report to the board regularly on the discharge of those reponsibilities.

5. USE OF SEAL
The seal shall only be used on authority of a resolution of the directors. The board may, by policy, delegate authority to the executive committee to affix the seal to documents or classes of documents, in which case the

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executive committee shall review the document and approve the document by resolution before affixing the seal. All documents executed under seal shall be signed by two directors.

ARTICLE IV - OFFICERS OF THE SOCIETY

1. POSITIONS
The officers of the Society shall consist of the president, vice president, and secretary-treasurer.

2. ELECTION OF OFFICERS
The officers shall be elected at each annual general meeting, from among the regional and appointed members of the Society.

3. TERM OF OFFICERS
The officers shall hold office until the next annual general meeting and until their successors are chosen.

4. REMOVAL OF OFFICERS
The Society may, by special resolution, remove any officer before the expiration of that persons term of office. Any person who ceases to be a member of the Society shall cease to hold office in the Society.

5. REPLACEMENT OF OFFICERS
A vacant Office, however caused, shall be filled by an election, and the Officer so elected shall hold Office until the next Annual General Meeting and until a successor is chosen.

ARTICLE V - DUTIES OF OFFICERS

1. DUTIES OF THE PRESIDENT
The president shall have the following authority and responsibilities, the president shall:
a) Chair all meetings of the members and directors.
b) Sit as an Ex-officio member of all committees.
c) Be responsible for all correspondence from and to the Society and provide for its safe custody.
d) Supervise the recording of all facts and minutes of meetings
e) Supervise the giving of all notices required to be given.
f) Have custody of all records and documents of the Society.
g) Have custody of the common seal of the Society.
h) Execute leases provided for in budgets or approved by resolution of the Board of Directors.
i) Maintain and update the Society's record book with policies approved by the board, recording the dates when each policy document was adopted by the board, including:
(i) The Personnel Policy,
(ii) Hiring Policy,
(iii) Association Goals and Objectives,
(iv) Job descriptions delegating authority and responsibilities to employees of the Society,
(v) Policy on board expense claims and honorarium claims,
(vi) The delegation of authority and responsibility to officers and committees of the Society, and
(vii) Such other policy documents as the Board creates.
j) Cause proper registers of the members to be kept at a registered office, and shall in all other respects duly comply with the Society Act. The president shall enter in the register, the names of the applicants for incorporation and the name of every other person admitted as a member of the Society together with the following details:
(i) The full name and resident address of the member,
(ii) The date on which each person is admitted as a member,
(iii) The date on which a person ceases to be a member, and
(iv) The class of membership of that person.
k) The president shall file notices of change of directors with the Registrar of Companies.
l) If the Society borrows money or acquires ownership of property subject to a mortgage, the president shall keep and maintain a register of indebtedness and debenture holders as required. The president shall ensure that any mortgage, or debenture is filed with the registrar of companies.
m) The president shall have the authority and responsibility set out in any policy which has been approved by the board.
n) The president may delegate any of these authorities and responsibilities to an employee of the association.

2. DUTIES OF THE VICE-PRESIDENT
The Vice-President shall assume the duties of the President in the absence of the President, and shall have such other duties as shall be assigned to him from time to time.

3. DUTIES OF THE SECRETARY-TREASURER
The secretary-treasurer shall be responsible for keeping proper accounting records and reporting on the financial position of the Society, or ensure that responsibility for financial records and reporting on the financial position of the Society is assigned to an employee of the Society. Financial records include records of:
a) all money received and disbursed by the Society and the matter in respect of which the receipt and disbursement took place,
b) every asset and liability of the Society, and
c) every other transaction affecting the financial position of the Society.

4. SIGNING OFFICERS AND DEPOSITS
The signing officers of the Society for banking purposes shall consist of any two (2) of the president, vice-president or secretary-treasurer; and any one (1) of the president, vice-president or secretary-treasurer may make deposits in the accounts of the Society. The board may, by policy, delegate signing authority to additional directors and employees.

5. BONDING
Every Officer or employee of the Society, having received or having charge of money shall, before entering upon his duties, give such security as may from time-to-time be deemed necessary by the Directors.

ARTICLE VI - THE EXECUTIVE COMMITTEE

1. CREATION OF AN EXECUTIVE COMMITTEE
The board may create an executive committee by delegating authority and responsibility to the executive committee in a policy document.

2. COMPOSITION
The executive committee shall be composed of the three (3) officers of the Society.

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3. VOTING
All members of the executive committee shall have a vote. A tie vote shall result in the defeat of a motion.

4. CHAIRPERSON
The executive committee may select a chairperson.

5. MINUTES OF MEETINGS
The executive committee shall keep minutes of decisions taken at executive committee meetings and shall distribute these minutes to all directors.

6. LOCATION AND TIME OF MEETINGS
The location and time of Executive Committee meetings shall be determined by the Executive Committee or in the absence of a determination by the Executive Committee, by the President.

7. QUORUM
A quorum of the Executive Committee shall be two (2) members of the committee.

ARTICLE VII - STANDING COMMITTEES

1. COMPOSITION
The board may create such standing committees as it considers necessary, consisting of members of the society and may, by policy, delegate authority to a committee, or may ask the committee to make reports.

2. REPORTS
A standing committee shall keep reports and file reports on decisions taken and recommendations, at board meetings following its own meetings.

3. CHAIRPERSON
The chairperson of a standing committee may be designated by the board, or may be elected by the committee if no person is designated. When the designated chairperson is absent from a meeting a chairperson may be selected by committee members.

4. TIME AND PLACE OF MEETINGS
The time and place of standing committee meetings may be determined by the chairperson of the committee or by committee members, which ever is convenient.

5. QUORUM
The quorum of a committee shall be a majority of committee members.

6. TERMS OF COMMITTEE APPOINTMENTS
An appointment to a committee shall expire at an annual general meeting.

7. VOTING
All members of a committee shall have one (1) vote except the chairperson. The chairperson may vote in the event of a tie. If the chairperson abstains, a tie vote shall result in the defeat of a motion.

ARTICLE VIII - ANNUAL GENERAL MEETING

1. MEETING DATE
The annual general meeting shall be held in the month of June.

2. AGENDA
The agenda of the annual general meeting shall include the following items:
a) the report of the directors shall be considered,
b) financial reports and auditor's reports for the previous fiscal year ending March 31, shall be considered,
c) an auditor shall be appointed or reappointed,
d) the election of officers shall be held, and
e) members of the Society may be appointed to standing committees.
The report of the auditor shall be read at the request of a member.

3. REPORTS
Within thirty (30) days of the annual general meeting, the president shall file the financial statements approved at the annual general meeting and the annual report in the form required by the Society Act with the registrar of companies.

ARTICLE IX - MEETINGS OF THE SOCIETY

1. DATE AND LOCATION
The date and location of all meetings of the Society may be determined by resolution of the directors or by the president of the board, which ever is convenient. The annual general meeting and special general meetings shall be held in the Province of British Columbia.

2. SPECIAL GENERAL MEETINGS
A special general meeting of the Society may be called by the president of the Society, or by any two (2) members of the Society who requisition a meeting as provided for in the Society Act.

3. NOTICE OF MEETINGS
At least fourteen (14) days' notice of the time and place of all meetings shall be given to all members of the Society in writing, mailed to their addresses, except for special general meetings which shall require reasonable notice to all members by telephone or by mail. Members of the Society may waive or reduce the period of notice for a particular meeting by unanimous consent in writing. A regional member who cannot attend a meeting shall notify the alternate member for the region of the time and place of the meeting and shall request that the alternate member attend the meeting.

4. QUORUM
Nine (9) members of the Society shall constitute a quorum.

5. CHAIRPERSON
The President, or in his absence the Vice-President, shall preside as Chairperson at every meeting of the Society, and if there is no such Chairperson present within thirty minutes after the time appointed for holding a

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meeting, the members present shall, if they comprise a quorum, choose a person to act as Chairperson from among their number.

6. ADJOURNMENT DUE TO LACK OF QUORUM
When a meeting of the Society cannot be held due to lack of a quorum, such a meeting shall be deemed to be adjourned to a future date, which may be determined by those Members present at the meeting place, or failing that, by any two Members of the Board. The meeting date will allow sufficient time for at least two days prior notice of the adjournment to be given to the persons concerned. The quorum requirements of these Bylaws shall apply to the holding of such an adjourned meeting.

7. VOTING
All members of the board present at a meeting shall have one (1) vote except the chairperson. The chairperson shall vote only in the event of a tie. If the chairperson abstains from voting in the event of a tie, the motion is defeated. No proxy vote shall be allowed.

8. METHOD OF VOTING
Voting shall be by a show of hands unless a majority of the Members present shall otherwise determine.

9. RULES OF ORDER
Except where otherwise provided for in these Bylaws, in case of a dispute over procedure, all matters of procedure at any meetings of the Society shall be decided in accordance with Robert's Rules of Order.

10. GUESTS
The directors shall have the power to invite non-members of the Society to attend meetings in an advisory capacity, without power to vote.

ARTICLE X - FISCAL YEAR, AUDITS

1. FISCAL YEAR
The Fiscal Year of the Society shall be the period beginning April 1st and ending March 31st.

2. AUDITS
The accounts of the Society shall be audited by a qualified accountant regularly employed in auditing.

3. APPOINTMENT OF AUDITOR
The auditor shall be appointed at the annual general meeting, but a casual vacancy in the office of the auditor may be filled by the directors. No director may be appointed to act as auditor.

4. NOTICE OF APPOINTMENT
The auditor shall receive notice of appointment promptly.

5. TERM OF AUDITOR
An auditors' term shall expire at each annual general meeting.

6. REMOVAL OF AUDITOR DURING TERM
When the Society wishes to remove an auditor before his term has expired, it shall give the auditor twenty-eight (28) days notice of the meeting and the purpose of the meeting, and a copy of all materials to be sent to members in connection with that meeting. The auditor may be removed from office by the members of the Society at a special general meeting. When the auditor is removed from office before the auditor's term has expired, another auditor shall be appointed.

7. REMUNERATION
Audit fees shall be set by the board.

8. ATTENDANCE AT THE ANNUAL GENERAL MEETING AND SPECIAL GENERAL MEETINGS
The auditor may attend the annual general meeting and any special general meeting, and is entitled to receive notice of these general meetings.

9. APPROVAL OF FINANCIAL STATEMENTS
The Society shall not issue or circulate a financial statement other than to employees, directors, and officers if the financial statement has not been approved by the directors and signed by two (2) directors.

10. CORRECTIONS
When an error in financial statements has been detected the officers shall notify the auditor who prepared the statement. The auditor shall, if necessary, amend the statement. A corrected statement shall be circulated to all members.

ARTICLE XI - ACQUISITION AND DISPOSAL OF PROPERTY

Subject to the approval of the directors, the Society may acquire and take by purchase, donation, devise or otherwise, land and personal property, and may sell, exchange, mortgage, lease, let, improve, and develop the same, and may erect and maintain any necessary buildings.

ARTICLE XII - BORROWING POWERS

Subject to the approval of the directors, the Society may borrow, raise or secure the payment of monies in such manner and amounts as shall be prescribed by a Special Resolution of the Society.

ARTICLE XIII - INSPECTION OF BOOKS AND RECORDS

The books and records of the Society shall be open to the inspection of the members of the Society during normal working hours, at the registered office of the Society.

ARTICLE XIV - AMMENDMENT OR ALTERATION OF BYLAWS

The Bylaws of the Society may be amended by a special resolution of the Society.

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Auditors' Report

The Members,
Native Courtworker & Counselling
Association of B.C.

We have examined the balance sheet of Native Courtworker & Counselling Association of B.C. as at March 31, 1981 and the statements of surplus and revenue and expenditures for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included a general review of the accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances, except as explained in the following paragraph.

As in the case with most organizations of this nature, we were unable to verify the revenue, other than grants, received during the year, beyond ascertaining that the receipts recorded in the cash book were deposited in the Association's bank accounts.

In our opinion, except for the effect, if any, of the preceding paragraph, these financial statements present fairly the financial position of the Association as at March 31, 1981 and the results of its operations for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

"CHAMBERS, PHILLIPS & CO."

Chartered Accountants

May 26, 1981.

EXHIBIT A

Native Courtworker & Counselling Association of B.C.

BALANCE SHEET

MARCH 31, 1981

ASSETS

	1981	1980 (Note 2)
CASH	$ 26,916	$ 26,249
ACCOUNTS RECEIVABLE - travel advances to employees	8,400	7,400
- other	2,626	4,567
	37,942	38,216
FURNITURE AND EQUIPMENT, at cost	45,847	42,379
Deduct: Accumulated depreciation	19,098	16,126
	26,749	26,253
	$ 64,691	$ 64,469

LIABILITIES

ACCOUNTS PAYABLE	$ 85,389	$ 81,594
DEFERRED REVENUE - Exhibit I	18,409	—
	103,798	81,594

SURPLUS (DEFICIT)

CAPITAL SURPLUS - Exhibit B	26,749	26,253
GENERAL SURPLUS (DEFICIT) - Exhibit C	(65,856)	(43,378)
	(39,107)	(17,125)
	$ 64,691	$ 64,469

APPROVED BY THE DIRECTORS:

"A. ENEAS" President

"E. W. MODESTE" Treasurer

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EXHIBIT B

Native Courtworker & Counselling Association of B.C.

STATEMENT OF CAPITAL SURPLUS

YEAR ENDED MARCH 31, 1981

	1981	1980
BALANCE, BEGINNING	$ 26,253	$ 22,434
ADD:		
Current year's capital expenditures charged to operations	3,468	6,736
	29,721	29,170
DEDUCT:		
Depreciation charged	2,972	2,917
BALANCE, ENDING - Exhibit A	$ 26,479	$ 26,253

EXHIBIT C

STATEMENT OF GENERAL SURPLUS (DEFICIT)

YEAR ENDED MARCH 31, 1981

	1981	1980
BALANCE, BEGINNING	$(43,378)	$ 31,985
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURE FOR THE YEAR		
Legal Services Society - Exhibit D	(21,077)	(50,315)
Justice Development Fund - Exhibit E	3,445	(624)
Alcohol and Drug Commission - Exhibit F	(4,284)	1,695
Secretary of State - Exhibit G	70	(430)
Consumer and Corporate Affairs - Exhibit H	(632)	—
LEAP - Exhibit I	—	—
Attorney General	—	718
Department of Justice	—	(51)
Law Foundation	—	(220)
Transfer to Legal Services Commission	—	(26,238)
	(22,478)	(75,363)
BALANCE, ENDING - Exhibit A	$(65,856)	$(43,378)

EXHIBIT D

STATEMENT OF REVENUE AND EXPENDITURES
LEGAL SERVICES SOCIETY GRANT
NATIVE COURTWORKER PROGRAM
YEAR ENDED MARCH 31, 1981

	1981	1980
REVENUE		
Grants	$1,360,210	$1,140,512
Interest	965	8,545
Miscellaneous	6,970	15,359
Recovery of training expenses re LEAP project	22,767	—
	1,390,912	1,164,416
EXPENDITURES		
Salaries	887,621	759,793
Benefits	85,161	88,126
Travel	141,654	77,359
Board meetings	64,676	52,124
Rent	59,005	57,845
Office expenses	52,218	52,353
Training	51,229	61,032
Telephone	47,772	43,793
Professional and special services	14,830	9,876
Furniture purchases	2,111	6,736
Other	5,712	5,694
	1,411,989	1,214,731
SURPLUS (DEFICIT) - Exhibit C	$(21,077)	$(50,315)

EXHIBIT E

STATEMENT OF REVENUE AND EXPENDITURES
JUSTICE DEVELOPMENT FUND
PRISON LIAISON PROGRAM
YEAR ENDED MARCH 31, 1981

	1981	1980
GRANTS	$ 101,647	$ 93,000
EXPENDITURES		
Salaries	67,239	64,959
Benefits	7,545	6,909
Travel	8,945	11,147
Rent	4,281	4,689
Training	4,166	690
Telephone	3,976	3,856
Office expenses	1,543	655
Other	507	719
	98,202	93,624
SURPLUS (DEFICIT) - Exhibit C	$ 3,445	$(624)

EXHIBIT F

STATEMENT OF REVENUE AND EXPENDITURES
ALCOHOL AND DRUG COMMISSION
ALCOHOL COUNSELLING PROGRAM
YEAR ENDED MARCH 31, 1981

	1981	1980
GRANTS	$ 21,160	$ 23,456
EXPENDITURES		
Salaries	19,375	16,710
Benefits	1,947	1,332
Travel	1,008	1,363
Rent	1,676	1,210
Telephone	642	689
Professional and special services	312	-
Training	232	41
Office expense	252	416
	25,444	21,761
SURPLUS (DEFICIT) - Exhibit C	$(4,284)	$ 1,695

EXHIBIT G

STATEMENT OF REVENUE AND EXPENDITURES
SECRETARY OF STATE
SUMMER YOUTH EMPLOYMENT PROGRAM
YEAR ENDED MARCH 31, 1981

	1981	1980
GRANTS	$ 21,609	$ 2,520
EXPENDITURES		
Salaries	19,995	2,716
Benefits	928	134
Equipment rental	386	-
Office expenses	132	76
Telephone	98	-
Travel	-	24
	21,539	2,950
SURPLUS (DEFICIT) - Exhibit C	$ 69	$(430)

EXHIBIT H

STATEMENT OF REVENUE AND EXPENDITURES
CONSUMER AND CORPORATE AFFAIRS
CONSUMER RESEARCH PPROGRAM
YEAR ENDED MARCH 31, 1981

	1980
GRANTS	$ 10,000
EXPENDITURES	
Salaries	8,713
Benefits	768
Travel	898
Equipment rental	145
Telephone	108
	10,632
SURPLUS (DEFICIT) - Exhibit C	$(632)

EXHIBIT I

STATEMENT OF REVENUE AND EXPENDITURES
LOCAL EMPLOYEMENT ASSISTANCE PROGRAM (LEAP)
NATIVE COURTWORKER TRAINING PROJECT
YEAR ENDED MARCH 31, 1981

	Three Months to March 31, 1981	January 2, 1980 to December 31, 1980
GRANTS	$ 42,676	$ 90,491
EXPENDITURES		
Salaries	11,666	60,273
Benefits	500	5,035
Travel	1,119	8,203
Materials	5,317	7,889
Rent	613	3,025
Consultant fees	-	2,283
Office expenses	3,357	1,323
Equipment purchase	1,356	-
Other special expenses	-	1,077
Telephone	143	694
Equipment rental	196	689
	24,267	90,491
SURPLUS BEFORE TRANSFER	18,409	-
DEDUCT:		
Amount transferred to deffered revenue	(18,409)	-
SURPLUS - Exhibit C	$ -	$ -

EXHIBIT J

Native Courtworker & Counselling Association of B.C.

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 1981

1. ACCOUNTING POLICIES

a) Furniture and Equipment

During the year, furniture purchased totalling $3,468 has been charged to operations and reflected on the balance sheet by an addition to capital surplus.

b) Accrued Holiday Pay

Consistent with the concept of matching expenses with revenue, the Directors have adopted a policy of expensing holiday pay at a rate of 6% on the annual salaries. The effect of this policy is the recognition of an accrued liability of $60,270 and a similar charge against the operations.

2. COMPARATIVE FIGURES

The comparative figues have been reclassified to conform with the current year's presentation.